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Programme budget for the biennium 2010-2011

Administrative and budgetary aspects of the financing of United Nations peacekeeping operations

Financing of the African Union-United Nations Hybrid Operation in Darfur

Financing of the activities arising from Security Council resolution 1863 (2009)

Proposed budget for the United Nations Office to the African Union

Report of the Advisory Committee on Administrative and Budgetary Questions

Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered an advance version of the proposed budget for the United Nations Office to the African Union (A/64/762). During its consideration of the report, the Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. In his report, the Secretary-General describes the basis for the proposal, citing the declaration on enhancing United Nations-African Union cooperation: framework for the 10-year capacity-building programme for the African Union (see A/61/630, annex); his report to the General Assembly and the Security Council dated 18 September 2009 on support to African Union peacekeeping operations authorized by the United Nations (A/64/359-S/2009/470); and Assembly resolution 63/310. In its resolution 63/310, the Assembly, inter alia, emphasized the need to pursue the ongoing measures to improve the effectiveness and efficiency of United Nations and African Union cooperation, recommended the continued improvement of the field presence of the United Nations Secretariat at the headquarters of the African Union, recognizing the need to ensure an appropriate level of representation at the United Nations Liaison Office at Addis Ababa commensurate with the increasing political

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integration of the African Union, the responsibilities for implementing all aspects of the 10-year capacity-building programme, coordinating the United Nations system in existing and emerging areas of cooperation in peace and security and political and humanitarian affairs, in order to enhance the strategic and operational partnership between the United Nations and the African Union and its subregions. The Assembly also requested the Secretary-General to report to it at its sixty-fifth session on implementation of resolution 63/310.

3. The Secretary-General's proposal is to integrate four separate entities located in Addis Ababa with separately mandated responsibilities with regard to peace and security into a single United Nations Office to the African Union. The four entities are:

- The United Nations Liaison Office
- The African Union Peace and Support Team
- The United Nations Planning Team for the African Union Mission in Somalia
- The administrative functions of the Joint Support and Coordination Mechanism of the African Union-United Nations Hybrid Operation in Darfur (UNAMID)

Upon enquiry, the Advisory Committee was informed that the Joint Support and Coordination Mechanism, as an office of UNAMID established to support the African Union in its managerial relationship with UNAMID and to support African Union liaison with UNAMID, reports to both the United Nations and the African Union. The Committee was further informed that, following consultation with the African Union, it was decided that the substantive elements of the Mechanism would be maintained under the current reporting lines, while administrative support for the Mechanism would be provided by the new Office.

4. According to the Secretary-General, the aim of the proposed Office is to enhance the United Nations partnership with the African Union in the area of peace and security, provide coordinated and consistent United Nations advice to the African Union on long-term capacity-building and short-term operational support matters (relating mainly to the United Nations Planning Team for the African Union Mission in Somalia and support to the African Union Mission in Somalia (AMISOM)) and streamline the United Nations presence in Addis Ababa to make it cost-effective and efficient in delivering United Nations assistance to the African Union. The Secretary-General also indicates that all of the mandates established by the General Assembly and the Security Council that are currently performed by the four entities would be preserved and implemented by the proposed Office.

5. In line with the provisions of General Assembly resolution 63/310, the Secretary-General's proposal provides for a more senior level of leadership in the dialogue with the African Union. The structure of the proposed Office would consist of both a substantive and a support component. The substantive component would provide support to the African Union in three areas: political affairs, operational planning and administrative planning, as follows:

- The Political Affairs Unit would liaise with and strengthen cooperation between the African Union and the United Nations in the area of peace and security, as well as provide technical advice and support in the areas of mediation, good offices and conflict prevention; elections; disarmament,

demobilization and reintegration; and public information. It would assume the existing responsibilities of the United Nations Liaison Office and a part of the United Nations Planning Team for the African Union Mission in Somalia, namely, disarmament, demobilization and reintegration, and public information, which are areas specifically requested by the African Union in the context of support to AMISOM.

- The Operational Planning and Advisory Unit would provide technical advice and support in the areas of military and police operations, as well as mine action and security-related matters. It would cover the responsibilities currently performed by the five military, two police and one security planners in the African Union Peace and Support Team and the United Nations Planning Team for the African Union Mission in Somalia.

- The Administrative Planning and Advisory Unit is to provide technical advice and support to the African Union Commission in the development of its institutional and operational capacity in the areas of mission-related administration; information technology and communications; training and logistics; and contingent-owned equipment. It would advise, assist and liaise with African Union counterparts regarding ongoing and future peace support operations, and requirements in support of the African peace and security architecture, including the African Standby Force.

The Advisory Committee notes, as indicated in paragraph 17 of the report, that the structure of the Office is intended to be flexible, with the possibility for scaling up or down as the situation evolves.

6. Upon enquiry concerning the "life expectancy" of the proposed Office, the Advisory Committee was informed that it was considered that the requirements of peace and security and the importance of the strategic partnership between the United Nations and the African Union, together with the increasing capability of the African Union to address peace and security issues, necessitated a long-term view. The United Nations Liaison Office had been established to strengthen United Nations-African Union cooperation, in particular on peace and security issues, and the Office predated the 10-year capacity-building programme. Therefore, while the 10-year programme remained a key component of developing capacity across a range of issues, the demands of peace and security, and the need for a strong United Nations/African Union partnership were not limited to any specific time frame. Accordingly, the life expectancy of the Office would be guided not only by the 10-year capacity-building programme, but also the continuity of the other mandates, subject to future decision by the legislative bodies.

7. Concerning reporting lines, the Advisory Committee was informed that the Head of the new Office would report principally to the Secretary-General through the Department of Political Affairs, keeping the Department of Field Support and the Department of Peacekeeping Operations informed, on daily administrative and management issues of the Office. On issues related to peacekeeping and support, the Head of the Office would report to the Secretary-General through the Department of Peacekeeping Operations and the Department of Field Support, respectively. All technical backstopping on peacekeeping, support and political and mediation issues would be performed by the Department of Peacekeeping Operations, the Department of Field Support and the Department of Political Affairs, respectively.

Resource requirements

8. The total resource requirements for the Office are estimated at $10,642,000, as follows:

- An amount of $8,875,900 to be funded from the support account, of which $1,203,600 is already included in the proposed budget for the support account for 2010/11 for the African Union Peace and Support Team
- An amount of $1,766,100 to be funded from the programme budget for the biennium 2010-2011, representing 18 months of financing effective 1 July 2010, of which $1,109,500 is included in the approved programme budget for the financing of the United Nations Liaison Office

Upon enquiry, the Advisory Committee was informed that the full cost of the eight posts requested under the proposed programme budget for the biennium 2012-2013 would amount to $2,562,000, as compared to $1,479,300 for the five existing posts financed under the proposed programme budget for 2010-2011.

9. The cost estimates associated with the current arrangement of four separate offices for the 2010/11 period total $16,017,700. The cost estimates of the proposed new integrated Office and the revised structure of the Joint Support and Coordination Mechanism total $13,528,000 for the same period.

10. The proposed Office would consist of 65 posts:

- Eight posts to be funded under the regular budget effective 1 July 2010 (1 Assistant Secretary-General, 1 D-2, 1 P-5, 2 P-4, 1 Field Service, 2 Local level). Five of the posts would be derived from the existing United Nations Liaison Office staffing and three new posts are requested (1 Assistant Secretary-General, 1 P-4, 1 Field Service). In addition, the reclassification of the existing P-3 post to the P-4 level is proposed
- The remaining 57 posts and operational costs would be funded by the support account

Of the 65 proposed posts, 7 relate to executive direction and management, 26 are in the substantive component and 32 are for mission support. Under the current arrangements there are 104 posts and positions in the four entities. Together, the proposed integrated office and the Joint Support and Coordination Mechanism would consist of a total of 76 posts. Upon request, the Advisory Committee was provided with a table comparing the existing staffing of the four entities to that of the proposed Office and showing the current vacancy situation (see annex I), as well as a detailed organization chart (see annex II). The Committee notes, in this regard, that the staffing for the new Office is drawn from the United Nations Liaison Office, the African Union Peace and Support Team, and the United Nations Planning Team for the African Union Mission in Somalia, with an additional 32 new posts requested. The Joint Support and Coordination Mechanism substantive function will remain a part of UNAMID. For that purpose, the Mechanism is retaining 11 posts for substantive functions and abolishing the remaining 61. The Committee was informed that it was expected that the integrated Office would be designated as a family duty station.

11. Upon enquiry concerning transitional measures for current staff who would be affected by the establishment of the integrated Office, the Advisory Committee was

informed that a retrenchment exercise was being formulated for serving staff who could not be absorbed into the new Office in line with established procedures applicable to downsizing missions. That exercise would be conducted in conjunction with career management support with a view to identifying reassignment opportunities for international staff. The Committee was further informed that every effort would be made to ensure that national staff were advised on retrenchment procedures and that they were given priority to compete for newly created positions in the new Office. In addition, the Department of Field Support would work closely with retrenched staff to ensure that appropriately qualified and experience staff could be considered for vacancies at the Economic Commission for Africa (ECA). **The Committee expects that the proper procedures will be followed in addressing staffing issues related to the transition.**

12. The Advisory Committee notes that the operational costs for the integrated Office were higher than the combined operational costs for the individual offices. Upon enquiry, the Committee were informed that the primary reasons for the increase in operational costs were the need for residential security services and the need to meet minimum operating residential security standards compliance regulations, as well as the costs associated with the new Office, including higher charges for commercial communications.

Observations and recommendations

13. The Advisory Committee was informed that, following the adoption of resolution 63/310, an interdepartmental working group consisting of the Department of Peacekeeping Operations, the Department of Political Affairs and the Department of Field Support had assessed the requirement, exchanged views and developed a proposed structure that preserved existing mandates and established more coherent support for the development of African Union capacity. The Committee was also informed that the existing entities based in Addis Ababa were consulted regularly.

14. **The Advisory Committee regrets the timing of the submission of the report of the Secretary-General (A/64/762), which has put both the Committee and the General Assembly in the unfortunate position of having to consider this important proposal under extreme time pressure. In this connection, the Committee considers that the seven months that have elapsed since the adoption by the Assembly of its resolution 63/310 should have provided ample time for a considered proposal to be prepared and submitted. However, it is evident from the lack of clarity and the lacunae in the presentation of the report that the process has resulted in a more rushed preparation and consideration than should have been necessary.**

15. **The Advisory Committee has consistently advocated a rationalization of the support structure to the African Union in the areas of peace and security (see, for example, A/63/746, para. 74, and A/64/753, para. 7). It therefore views the Secretary-General's proposal for integrating the four entities in Addis Ababa as a positive first step in this direction. The Committee welcomes the effort to bring together the various activities relating to support to the African Union in Addis Ababa in the areas of peace and security under unified leadership that embraces the responsibilities of different departments at Headquarters. In the Committee's view, the nature of the United Nations partnership with the African Union merits leadership at the senior level; it**

therefore recommends approval of an Assistant-Secretary-General post for the Head of the new Office. The Committee points out that, given that the integrated Office brings together responsibilities of different departments at Headquarters, it is all the more important to have well-articulated lines of accountability.

16. **The Advisory Committee believes that much remains to be done to streamline the arrangements at Headquarters for backstopping support provided to, and coordination with, the African Union in line with the restructuring taking place in Addis Ababa. In this connection, the Committee is also concerned about the complex reporting lines planned for the integrated Office (see para. 7 above) and expects that the effectiveness of this arrangement will be kept under review and reported to the General Assembly. The Committee trusts that such a review would take into account the expectation that the establishment of the post of Assistant-Secretary-General in Addis Ababa would result in a higher level of authority being confided in that Office.**

17. With regard to capacity-building, the Advisory Committee notes, as indicated in paragraph 45 of the report of the Secretary-General of 18 September 2009 (A/64/359-S/2009/470), that one of the principles upon which assistance by the United Nations to the African Union is built is that requirements should be identified by the African Union and driven by the African Union Commission's capacity to absorb assistance. In this connection, the Committee recalls paragraphs 48 and 49 of the same report, in which the Secretary-General outlined a number of measures to improve cooperation between the United Nations and the African Union in the area of capacity-building and pointed to the need for the development of a capacity-building road map. The Committee was informed, upon enquiry, that the development of a long-term capacity-building road map was on hold and would be reviewed once the African Union Commission had concluded its internal consultations and finalized its own structure. **In the Committee's view, the articulation by the African Union of capacity-building requirements and the development of a plan to support the process are fundamental to the success of the capacity-building portion of the Secretary-General's proposal.**

18. The Advisory Committee notes the statement in paragraph 32 of the Secretary-General's report (A/64/762) that "the 10-year capacity-building programme for the African Union is the overall framework of the United Nations-African Union cooperation". **The Committee is disappointed that the proposal of the Secretary-General does not provide sufficient insight into what has been achieved thus far in the context of the implementation of the peace and security aspects of the 10-year capacity-building programme, which is now in its fifth year (the declaration was adopted in November 2006).** The Committee was informed, upon enquiry, that a consultant had been engaged and work was about to begin on a review of the 10-year programme. **The Committee recommends that the outcome of the review be submitted to the General Assembly.**

19. **In the Advisory Committee's view, the results-based logical framework for the new Office lacks specificity and recommends that a clear timetable and benchmarks to measure progress should be developed. The Committee further recommends that the Secretary-General report on a regular basis to the General Assembly on progress achieved, in the context of future budget submissions.**

20. Also missing from the Secretary-General's report is an explanation of how ECA fits into the proposal. Upon enquiry, the Advisory Committee was informed that ECA supported the 10-year capacity-building programme in economic and development areas related to its mandate. As ECA did not have a peace and security mandate, the Department of Political Affairs had been designated the lead United Nations entity supporting the peace and security cluster of the 10-year capacity-building programme. The Committee was further informed that, as the mandates of ECA and the new Office derived from different legislative bodies (the Economic and Social Council and the Security Council), and their reporting lines were different, they would remain separate offices. However, in light of the nexus between peace and development, the United Nations Office to the African Union and ECA would coordinate their work at the strategic and operational levels, as required.

21. The Advisory Committee was also informed that ECA had provided limited administrative support to the United Nations Liaison Office and African Union Peace and Support Team, and that ECA had indicated that in order to support the full range of needs of the United Nations peace and security presence in Addis Ababa, it would require posts at the same level as that proposed for the new Office. Moreover, ECA did not have adequate office space to house the new Office. However, both the African Union and ECA were in the process of building additional office space. The Committee was informed that once construction was completed, further consideration would be given to placing the Office in one of the compounds.

22. **It is the Advisory Committee's view that there should be close coordination between the new Office and ECA, and that, as soon as possible, the new Office should be located in the ECA compound. The Committee is also of the view that the new Office should draw upon the support services of ECA in such areas as human resources management, security, medical, payroll and information technology services (see para. 25 below).**

23. Upon enquiry, the Advisory Committee was informed that the new Office would support the Office of the Special Adviser for Africa in its work with the African Union; however, in view of the fact that the Office of the Special Adviser did not have a separate office in Addis Ababa, it had not been consulted on the integration process. **In view of the lead role of the Office of the Special Adviser for Africa in the advocacy and communications cluster of the 10-year capacity-building programme, the Committee believes that the Office of the Special Adviser should be included in future consultations on United Nations support to the African Union.**

24. The Advisory Committee notes the Secretary-General's assertion that the rationalization of the existing peace and security components in Addis Ababa will result in savings owing to the elimination of a number of existing posts. **The Committee points out that the proposed reductions in staff relate solely to the Joint Support and Coordination Mechanism and that they stem mainly from the overcapacity that emerged in the light of the actual functions of that operation and are not necessarily reflective of efficiencies resulting from the integration of the four entities.**

25. **The request for 32 posts under mission support of the 65 posts proposed for the Office appears disproportionate. The Advisory Committee therefore**

recommends that the General Assembly request the Secretary-General to review the support requirements of the Office and report to the Assembly at its sixty-fifth session with a streamlined proposal that outlines how maximum use will be made of the services that ECA can provide.

26. **With regard to the remaining staff proposed for the Office, the Advisory Committee recommends against the Field Service post for the personal assistant to the Assistant Secretary-General. In the Committee's view, the functions of that post could be carried out by the special assistant and the administrative assistant requested for the Office of the Assistant Secretary-General. In addition, the Committee recommends abolition of the existing post at the P-3 level (for which a reclassification to the P-4 level was requested) for a Political Affairs Officer for Coordination/Liaison. In the Committee's view, the functions of that post could be carried out by the Head of the Office at the P-5 level. Furthermore, the Committee expects that the filling of posts will be aligned with the development of the capacity-building road map and the outcome of the review of the 10-year capacity-building programme (see paras. 17 and 18 above). As to the Chief of Staff, the Committee queried the use of that terminology in a small office, as well as in view of the envisaged functions of the proposed post as set out in paragraph 28 of the Secretary-General's report.**

27. **The Advisory Committee expects that a progress report will be submitted to the General Assembly at its sixty-fifth session which will address the gaps in the current proposal of the Secretary-General and take into account the comments of the Committee in the present report.**

28. **The actions to be taken by the General Assembly are contained in paragraph 78 of the report of the Secretary-General. Taking into account its observations and recommendations in the paragraphs above, the Advisory Committee recommends that the General Assembly:**

(a) **Approve an amount of $7,672,300 for the support account for peacekeeping operations, in addition to the amount to be approved by the General Assembly on the basis of its consideration of the proposed support account budget for the period from 1 July 2010 to 30 June 2011 (A/64/697) and the related report of the Advisory Committee (A/64/753);**

(b) **Prorate the amount in subparagraph (a) among the budgets of the active peacekeeping operations for the period from 1 July 2010 to 30 June 2011;**

(c) **Reduce by $3,903,100 the amount proposed for the financing of support of the African Union Mission in Somalia for the period from 1 July 2010 to 30 June 2011 (see A/64/644 and A/64/754);**

(d) **Reduce by $6,872,500 the amount proposed for the Budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2010 to 30 June 2011 (see A/64/685 and A/64/660/Add.13);**

(e) **Approve the establishment of two new posts (1 Assistant Secretary-General, 1 P-4) and the abolition of one post at the P-3 level (United Nations Liaison Office) under section 1 of the programme budget for the biennium 2010-2011;**

(f) **Appropriate a total amount of $187,100 under the programme budget for the biennium 2010-2011 under section 1, Overall policymaking, direction and coordination ($156,700); and under section 35, Staff assessment ($30,400), to be offset by a corresponding amount under Income section 1, Income from staff assessment. The provision would represent a charge against the contingency fund.**

Annex I

United Nations presence in Addis Ababa: comparison between existing offices and the proposed office

Current arrangements			*New arrangements*	
Post	*Status*	*Level*	*Post*	*Status*
Joint Support and Coordination Mechanism of UNAMID				
1 Head of Office	Occupied	D-2	1 Joint Support and Coordination Mechanism of UNAMID head	
1 Principal Officer	Occupied	D-1	—	Post not continued
1 Senior Political Affairs Officer	Under recruitment	P-5	1 Senior Political Affairs Officer	
1 Senior Political Affairs Officer	Occupied	P-5	1 Senior Political Affairs Officer	
1 Political Affairs Officer	Vacant	P-3	1 Political Affairs Officer	
1 Political Affairs Officer	Vacant; reserved for AU candidate	P-3	1 Political Affairs Officer	
1 Public Information Officer	Vacant	P-3	1 Public Information Officer	
1 Military Liaison Officer	Occupied	P-4	1 Military Liaison Officer	
1 Military Liaison Officer	Vacant	P-4	—	Post not continued
1 Military Liaison Officer	Occupied	P-3	1 Military Liaison Officer	
1 Military Liaison Officer	Vacant	P-3	—	Post not continued
1 Police Liaison Officer	Occupied	P-4	1 Police Liaison Officer	
1 Police Liaison Officer	Vacant; On-boarding stage	P-3	1 Police Liaison Officer	
1 Police Liaison Officer	Occupied	P-3	—	Post not continued
1 Senior Administrative Officer	Occupied	P-5	—	Post not continued
1 Administrative Officer	Occupied	P-4	—	Post not continued
1 Administrative Officer	Vacant	P-3	—	Post not continued
1 Administrative Assistant	Vacant	FS	—	Post not continued
1 Administrative Assistant	Occupied	FS	—	Post not continued
1 Office Assistant	Occupied	NS	1 Team Assistant	
1 Driver	Occupied	NS	—	Post not continued
1 Movement Control Assistant	Occupied	FS	—	Post not continued
1 Movement Control Assistant	Occupied	NS	—	Post not continued
1 Movement Control Assistant	Occupied	NS	—	Post not continued
1 Telecommunications Officer	Occupied	FS	—	Post not continued
1 Office Assistant	Vacant	NS	—	Post not continued
1 Telecommunications Technician	Occupied	FS	—	Post not continued
1 Telecommunications Supervisor	Occupied	FS	—	Post not continued
1 Telecommunications Assistant	Vacant; post to be abolished 1 July 2010	FS	—	Post not continued
1 Telecommunications Assistant	Occupied	NS	—	Post not continued
1 Telecommunications Assistant	Occupied	NS	—	Post not continued

Current arrangements			*New arrangements*	
Post	*Status*	*Level*	*Post*	*Status*
1 Telecommunications Assistant	Occupied	NS	—	Post not continued
1 Telecommunications Assistant	Occupied	UNV	—	Post not continued
1 Telecommunications Assistant	Vacant	UNV	—	Post not continued
1 Telecommunications Assistant	Vacant	UNV	—	Post not continued
1 Information Technology Technician — LAN	Occupied	FS	—	Post not continued
1 Information Technology Help Desk	Occupied	FS	—	Post not continued
1 Information Technology Technician — LAN	Occupied	UNV	—	Post not continued
1 Security Officer	Occupied	P-4	—	Post not continued
1 Security Officer	Vacant	P-3	—	Post not continued
1 Security Officer	Vacant	P-3	—	Post not continued
1 Security Officer	Vacant	P-3	—	Post not continued
16 Security Officers (16 posts) (1 vacant post)	1 Vacant post	FS	—	Post not continued
14 Security Assistants (14 posts)	10 Vacant posts	NS	—	Post not continued
Subtotal	**72**		**11**	
United Nations Liaison Office				
1 Head of Office	Occupied	D-2	1 Chief of Staff	
1 Senior Political Affairs Officer	Under recruitment	P-5	1 Senior Political Affairs Officer	
1 Political Affairs Officer	Occupied	P-3	1 Political Affairs Officer	Post to be reclassified to P-4 level
1 Associate Expert	Occupied	LL	1 Administrative Assistant	
1 National staff	Occupied	LL	1 Administrative Assistant (Head of Office)	
Subtotal	**5**		**5**	
African Union Peace and Support Team				
1 Team Leader	Occupied	P-5	1 Senior Planning Officer	
1 Logistics Officer	Occupied	P-4	1 Planning Officer (military logistics planning)	
1 Military Adviser	Occupied	P-4	1 Mine Action Officer	Post to be reclassified
1 Police Adviser	Occupied	P-4	1 Police Adviser	
1 Finance Officer	Under recruitment	P-3	1 Budget/Finance Officer	
1 Communications and Information Technology Services Adviser	Vacant	P-3	1 Communications and Information Technology Services Officer	Post to be reclassified

Current arrangements			*New arrangements*	
Post	*Status*	*Level*	*Post*	*Status*
1 Team Assistant	Occupied	NS	1 Team Assistant (Political Affairs Unit)	
1 Utility Clerk	Occupied	NS	1 Team Assistant (Operational Planning Unit)	
Subtotal	**8**		**8**	
United Nations Planning Team for AMISOM				
1 Senior Planning Officer	Occupied	P-5	1 Senior Administrative Officer	
1 Disarmament, Demobilization and Reintegration Planning Officer	Occupied	P-4	1 Disarmament, Demobilization and Reintegration Officer	
1 Police Planning Officer	Occupied	P-4	1 Planning Officer (police)	
1 Military Medical Planning Officer	Occupied	P-4	1 Military Medical Planning Officer	
1 Military Aviation Planning Officer	Occupied	P-4	1 Training Officer	Post to be reclassified
1 Military Strategic/Operational Planning Officer	Occupied	P-4	1 Planning Officer (military planner)	
1 Force Generation Planning Officer	Occupied	P-4	1 Planning Officer (force generation)	
1 Security Planning Officer	Vacant	P-4	1 Security Officer (security planning)	
1 Communications and Information Technology Services Planning Officer	Vacant	P-4	1 Information Technology Communications Officer	
1 Procurement Planning Officer	Vacant	P-4	1 Procurement Officer	
1 Human Resources Planning Officer	Occupied	P-4	1 Human Resources Officer	
1 Finance/Budget Planning Officer	Vacant	P-4	1 Finance Officer	
1 Contingent-Owned Equipment Planning Officer	Vacant	P-4	1 Logistics Officer (Logistics and COE)	
1 Communications (Public Information) Planning Officer	Occupied	P-4	1 Public Information Officer	
1 Administrative Assistant	Occupied	NS	1 Team Assistant (Administration Planning and Advisory Unit)	
1 Procurement Assistant	Occupied	NS	1 Administrative Assistant	Post to be reclassified
1 Support Assistant Information Technology	Occupied	NS	1 Administrative Assistant (Mission Support)	Post to be reclassified
1 Driver/Technician	Vacant	NS	1 Driver	
1 Communications Assistant	Occupied	NS	1 Telecommunications Assistant	
Subtotal	**19**		**19**	
New posts required				
1 Assistant Secretary-General		ASG		
2 Political Affairs Officers		P-4		

Current arrangements			*New arrangements*	
Post	*Status*	*Level*	*Post*	*Status*
1 Security Sector Reform Officer		P-4		
1 Administrative Officer		P-4		
1 Special Assistant to the Head of Office		P-4		
1 Personal Assistant to the Head of Office		FS		
1 Security Officer		P-3		
2 Security Officers		FS		
1 Security Assistant		NS		
1 Administrative Assistant (Office of the Chief of Staff)		FS		
3 Drivers		NS		
1 Budget and Finance Assistant		FS		
1 Human Resources Officer		P-3		
4 Telecommunications Technicians		FS		
2 Telecommunications Assistants (switchboard operators)		NS		
1 Information Technology Assistant		NS		
1 Telecommunications Assistant		UNV		
1 Transport Officer		FS		
1 Transport Assistant		NS		
1 Medical Assistant/Nurse		NS		
1 General Service Assistant		FS		
2 General Service Assistants		NS		
1 Facilities Management Assistant		NS		
1 Inventory and Supplies Assistant		NS		
Subtotal, new arrangements		**33**		
Subtotal, new arrangements, excluding Joint Support and Coordination Mechanism		**65**		
Total, current arrangements		**104**		
Total, new arrangements		**76**		

Vacancy rates, United Nations Office to the African Union (as at 30 April 2010)

Office	*Posts*		*Vacancy rate (percentage)*
	Total	*Vacant*	
Joint Support and Coordination Mechanism of UNAMID[a]	72	27	37.5
United Nations Liaison Office	5	1	20.0
African Union Peace and Support Team	8	2	25.0
United Nations Planning Team	19	6	31.6
Total	**104**	**36**	**34.6**

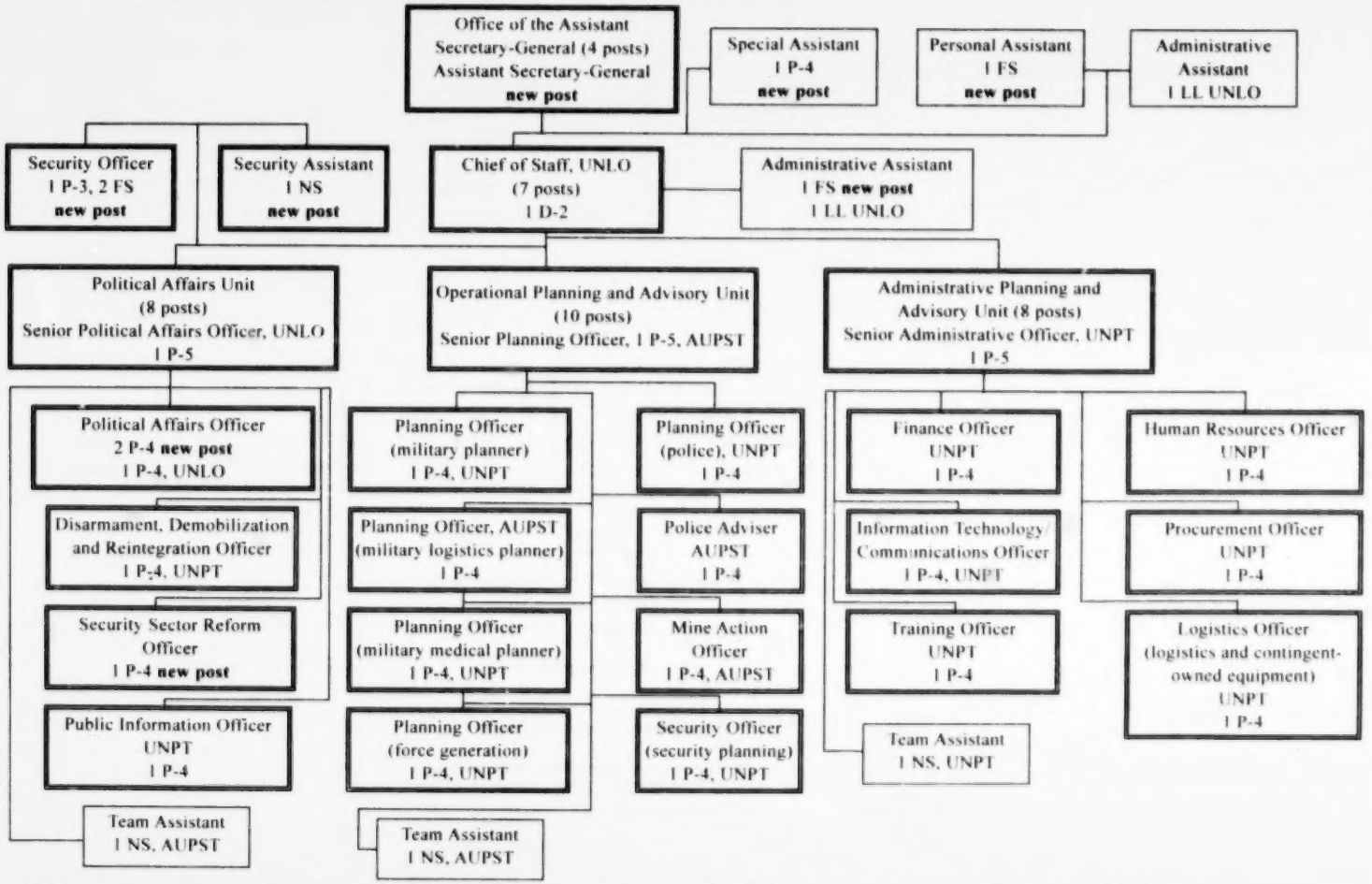
[a] As at 28 February 2010.

Annex II

Organization chart

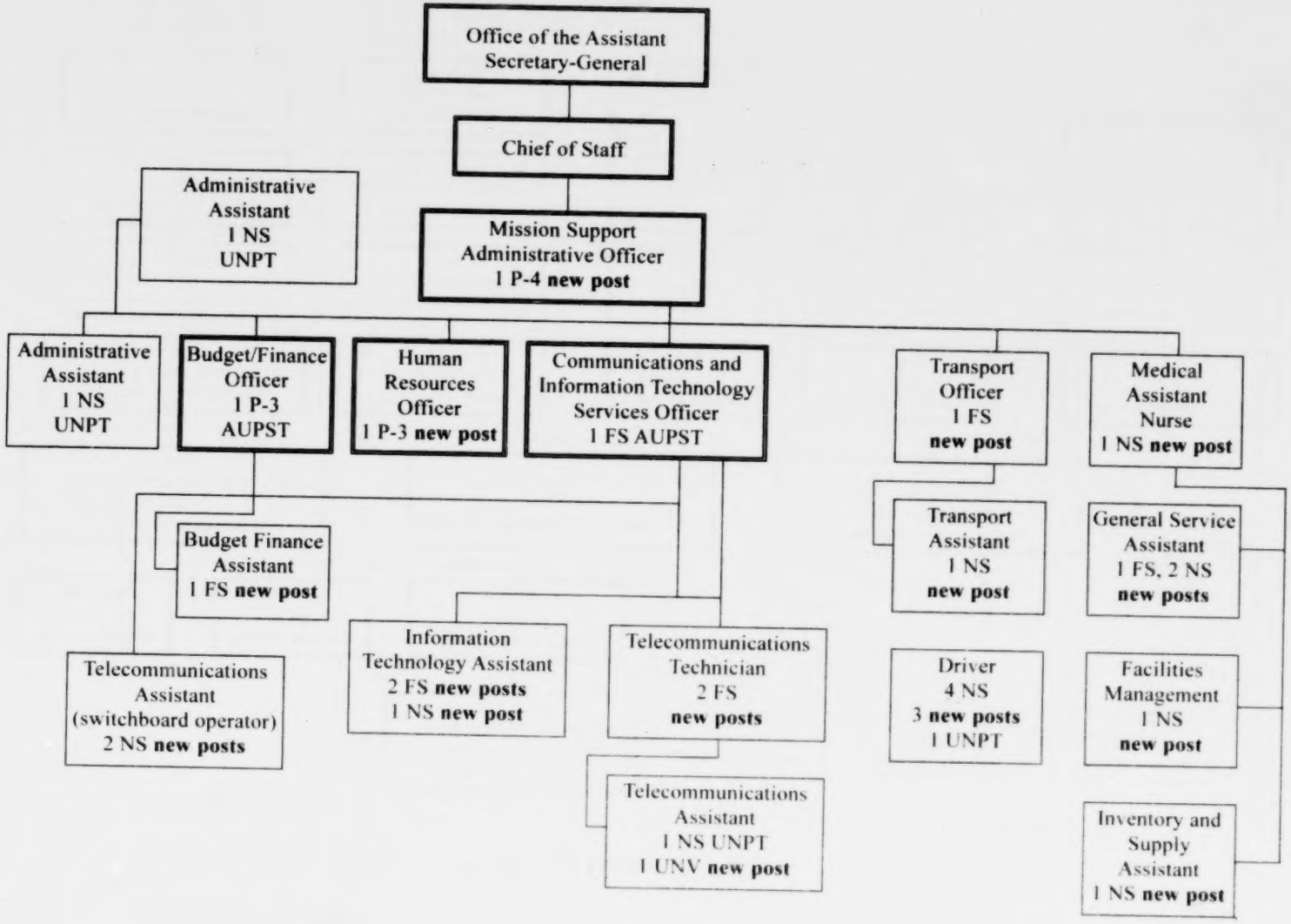
United Nations Office to the African Union

A. Substantive offices



Abbreviations: AUPST, African Union Peace and Support Team; FS, Field Service; LL, Local level; NS, national staff; UNLO, United Nations Liaison Office; UNPT, United Nations Planning Team for AMISOM.

B. Support offices


Office of the Assistant Secretary-General
Chief of Staff
Administrative Assistant 1 NS UNPT
Mission Support Administrative Officer 1 P-4 new post
Administrative Assistant 1 NS UNPT
Budget/Finance Officer 1 P-3 AUPST
Human Resources Officer 1 P-3 new post
Communications and Information Technology Services Officer 1 FS AUPST
Transport Officer 1 FS new post
Medical Assistant Nurse 1 NS new post
Budget Finance Assistant 1 FS new post
Transport Assistant 1 NS new post
General Service Assistant 1 FS, 2 NS new posts
Telecommunications Assistant (switchboard operator) 2 NS new posts
Information Technology Assistant 2 FS new posts 1 NS new post
Telecommunications Technician 2 FS new posts
Driver 4 NS 3 new posts 1 UNPT
Facilities Management 1 NS new post
Telecommunications Assistant 1 NS UNPT 1 UNV new post
Inventory and Supply Assistant 1 NS new post